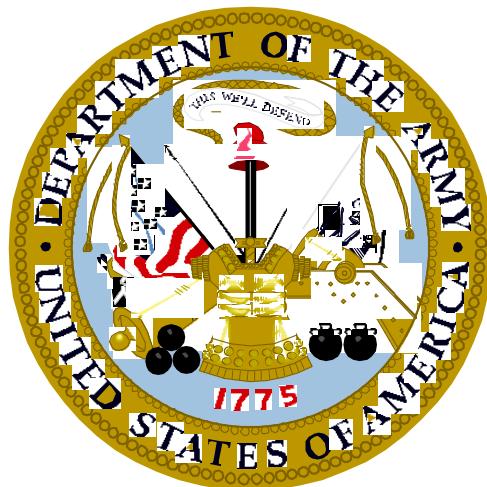


DEPARTMENT OF THE ARMY

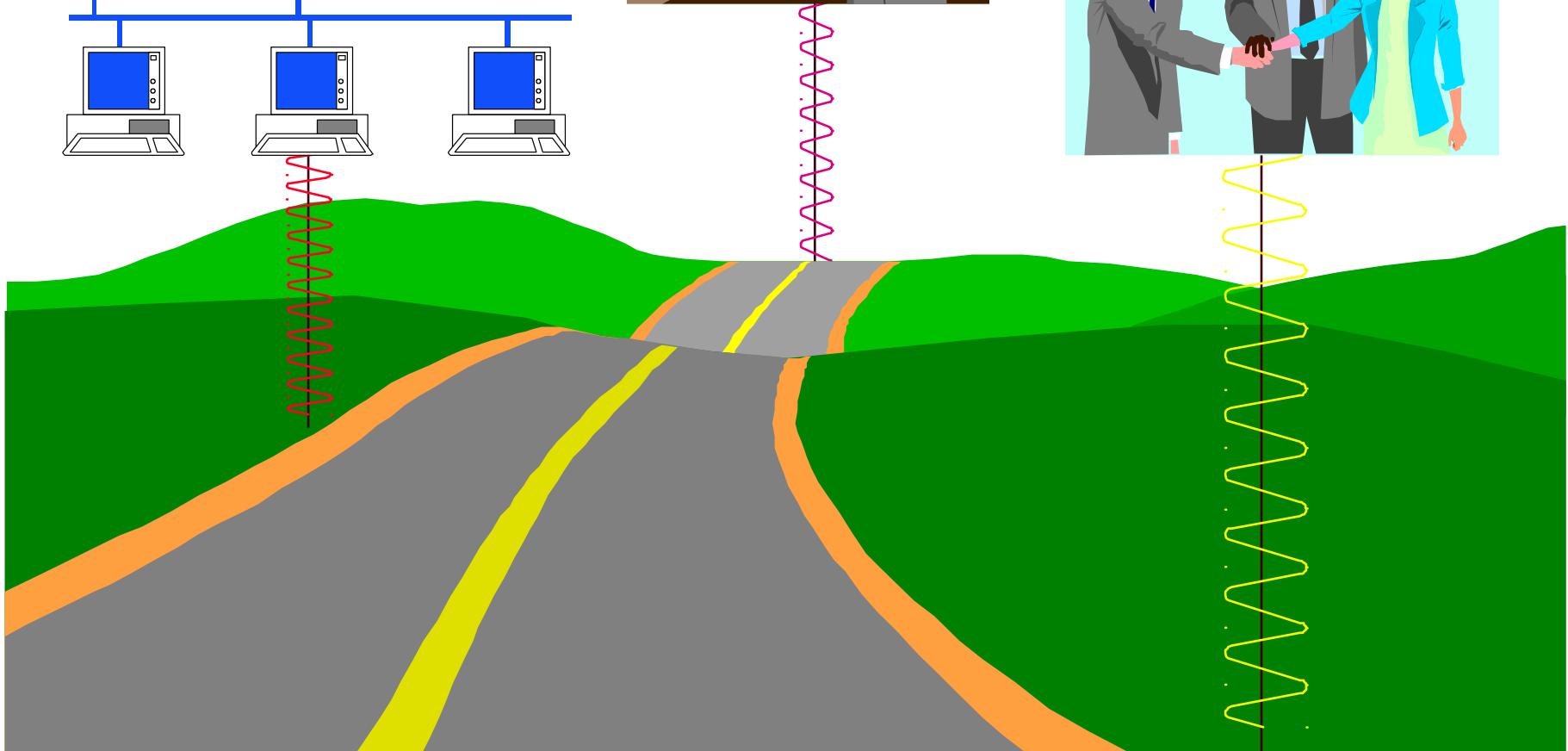
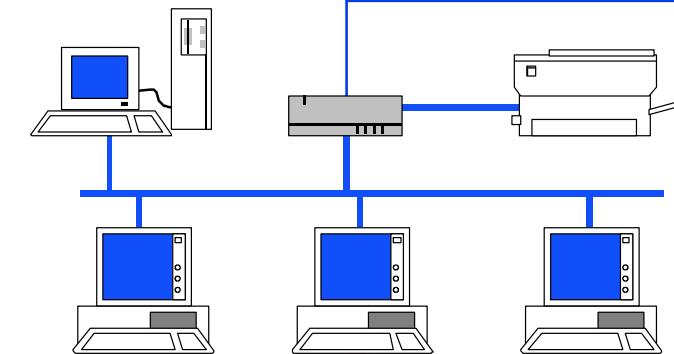
Regionalization Of Civilian Personnel



**"ARMY CIVILIAN PERSONNEL
PROFESSIONALS Helping Leaders Meet
The Mission"**



Introduction





Briefing Agenda

► Background/History

- ✓ Why Regionalize?
- ✓ Military And Civilian Drawdown
- ✓ Servicing Ratio (Personnelists : Customers)
- ✓ Department Of Defense Regionalization Designs

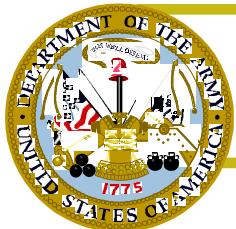
□ The Plan

- ✓ Army Regional Centers
- ✓ CPOCs/CPACs Relationships and Functions
- ✓ Stand Up Status By Region

□ Impact

- ✓ Transition Expectations
- ✓ Benefits To Managers And Supervisors

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Briefing Agenda (Continued)

■ System Modernization

- ✓ Why Modernize?
- ✓ Modern System
- ✓ Functional Process Improvements (FPIs)
- ✓ Current FPIs
- ✓ PERSACTION
- ✓ COREDOC
- ✓ TRAIN
- ✓ STAIRS

■ Communications Linkage

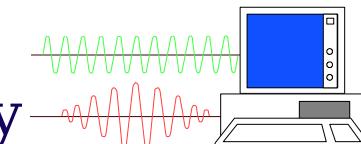
■ “The Future”

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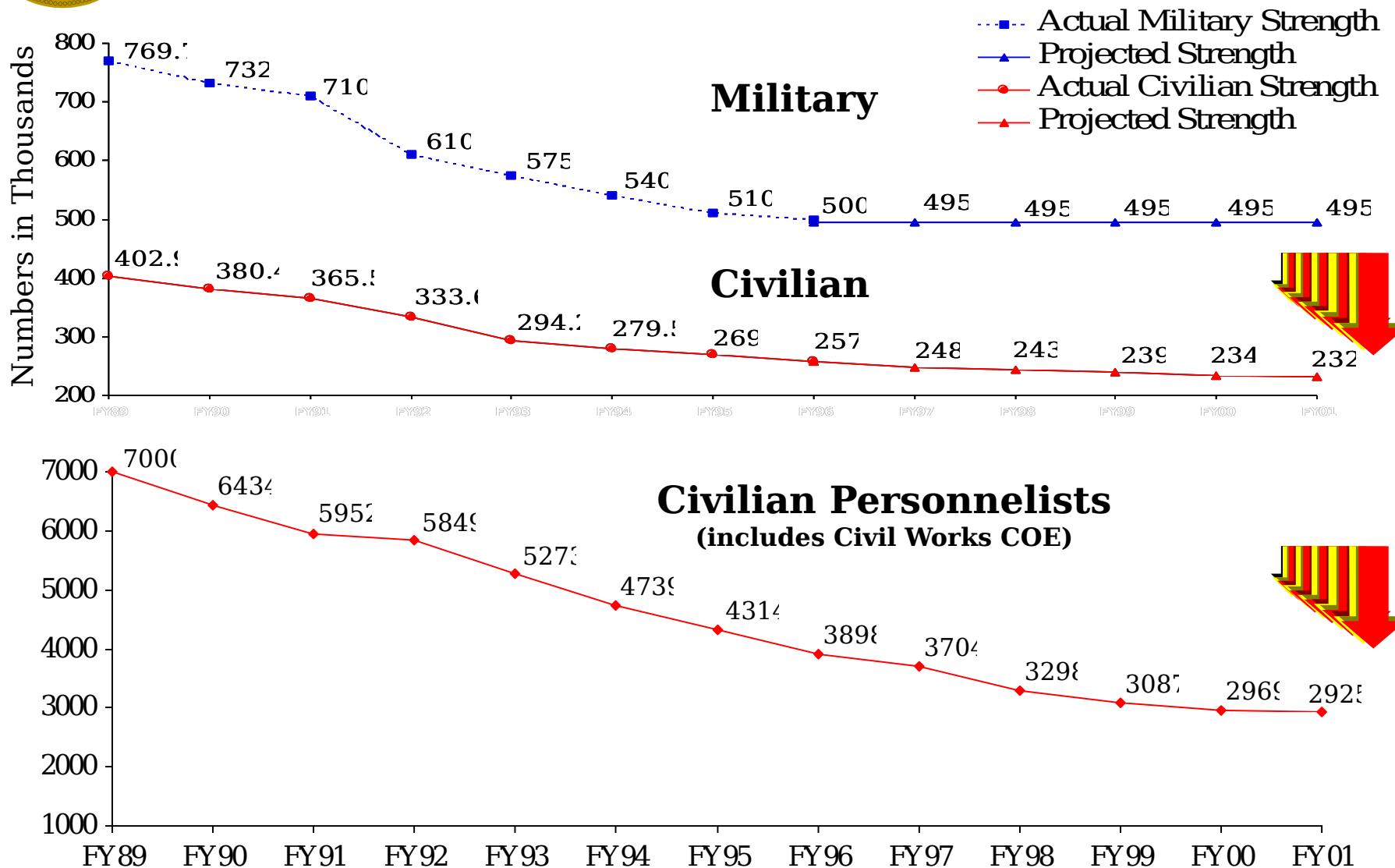
Why Regionalize?

- Status Quo is Unaffordable
- Workforce Reductions
- Streamline/Economize Operations
- Improve Customer Service
- Maximize Automation Capability





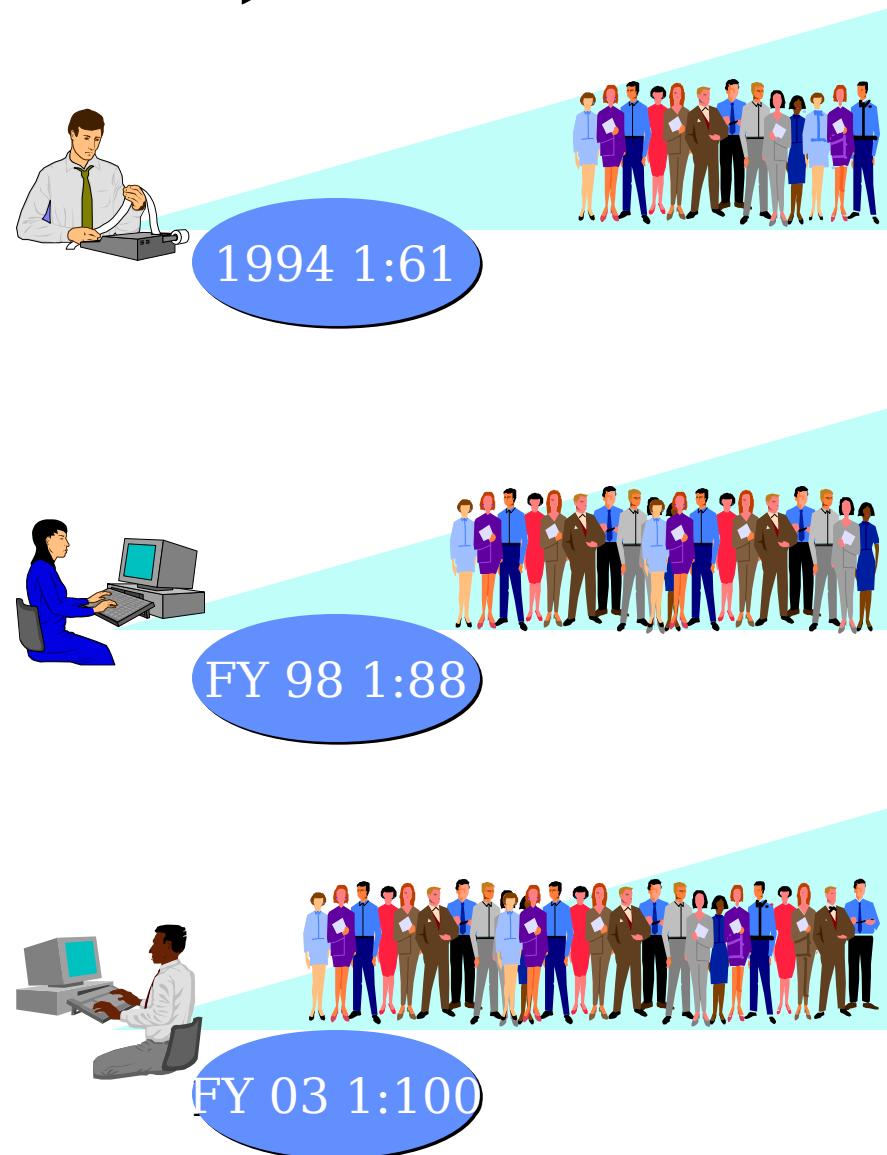
Military And Civilian Drawdown





Servicing Ratio (Personnelists : Customers)

- In 1994, the baseline year of Regionalization, Civilian Personnelists provided services to 61 Customers
- Studies indicate, on average, with less than full modernization, by FY 98, each Civilian Personnelist can provide services to 88 Customers
- OSD FY03 Goal after Evaluation of Regionalization with full modernization is 1:100





Department Of Defense Regionalization Designs

Army

- ✓ 10 Regions: 7 CONUS, 3 OCONUS

Air Force

- ✓ 1 CONUS Region: 2 CONUS Test Sites

Navy

- ✓ 8 Regions: 6 CONUS, 2 OCONUS

Other DoD
Agencies

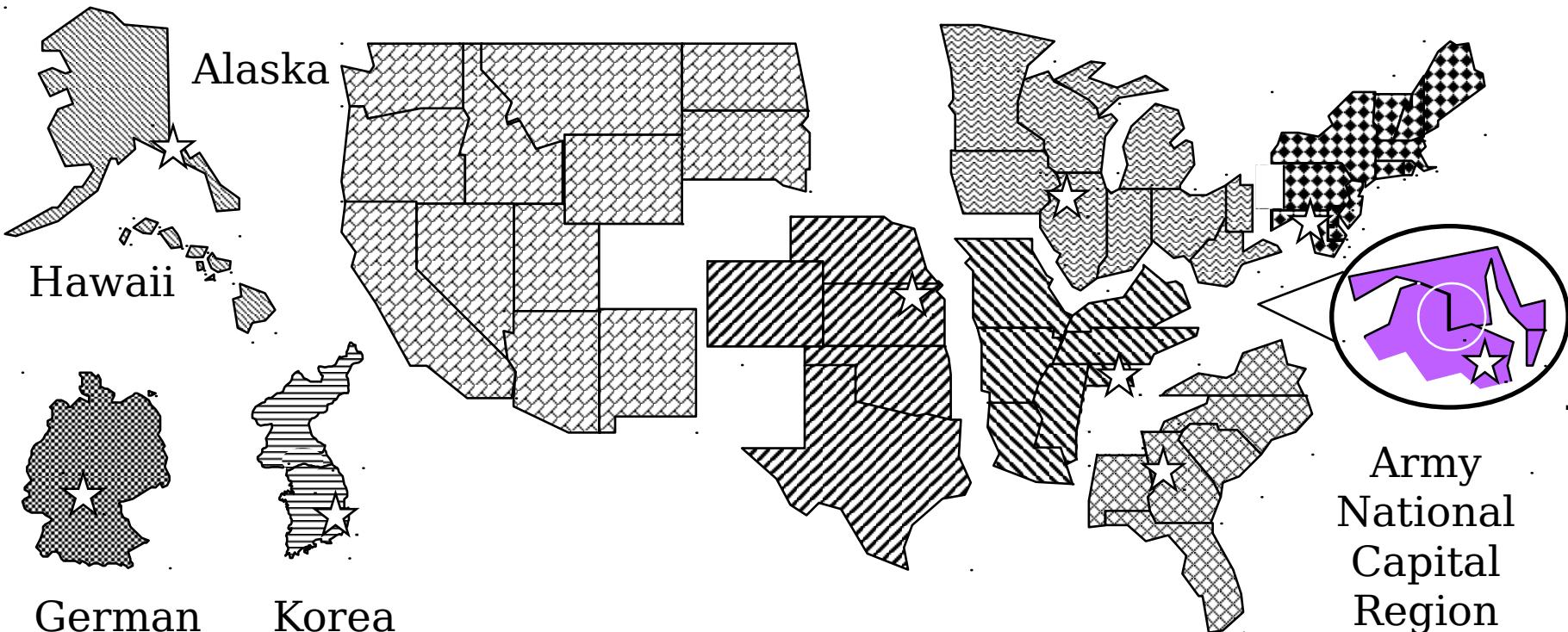
- ✓ 4 CONUS Regions (1 Each):
 - Defense Finance & Accounting Service
 - Defense Logistics Agency
 - Defense Mapping Agency
 - Washington - Headquarters Services

23 Regions in DoD



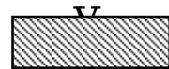
Army Regional Centers

10 Regions: 7 CONUS, 3 OCONUS



German

Korea



Pacific - USARPAC
Fort Richardson,
AK



Europe
(USAREUR)
Seckenheim,
Germany



Korea - EUSA
Taegu, Korea



North Central (USACE)
Rock Island Arsenal, IL



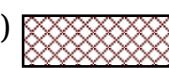
Southwest (FORSCOM)
Fort Riley, KS



West (FORSCOM)



Northeast (AMC)
Aberdeen Proving Ground, MD



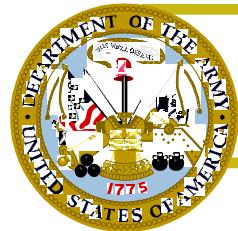
Southeast (TRADOC)
Fort Benning, GA



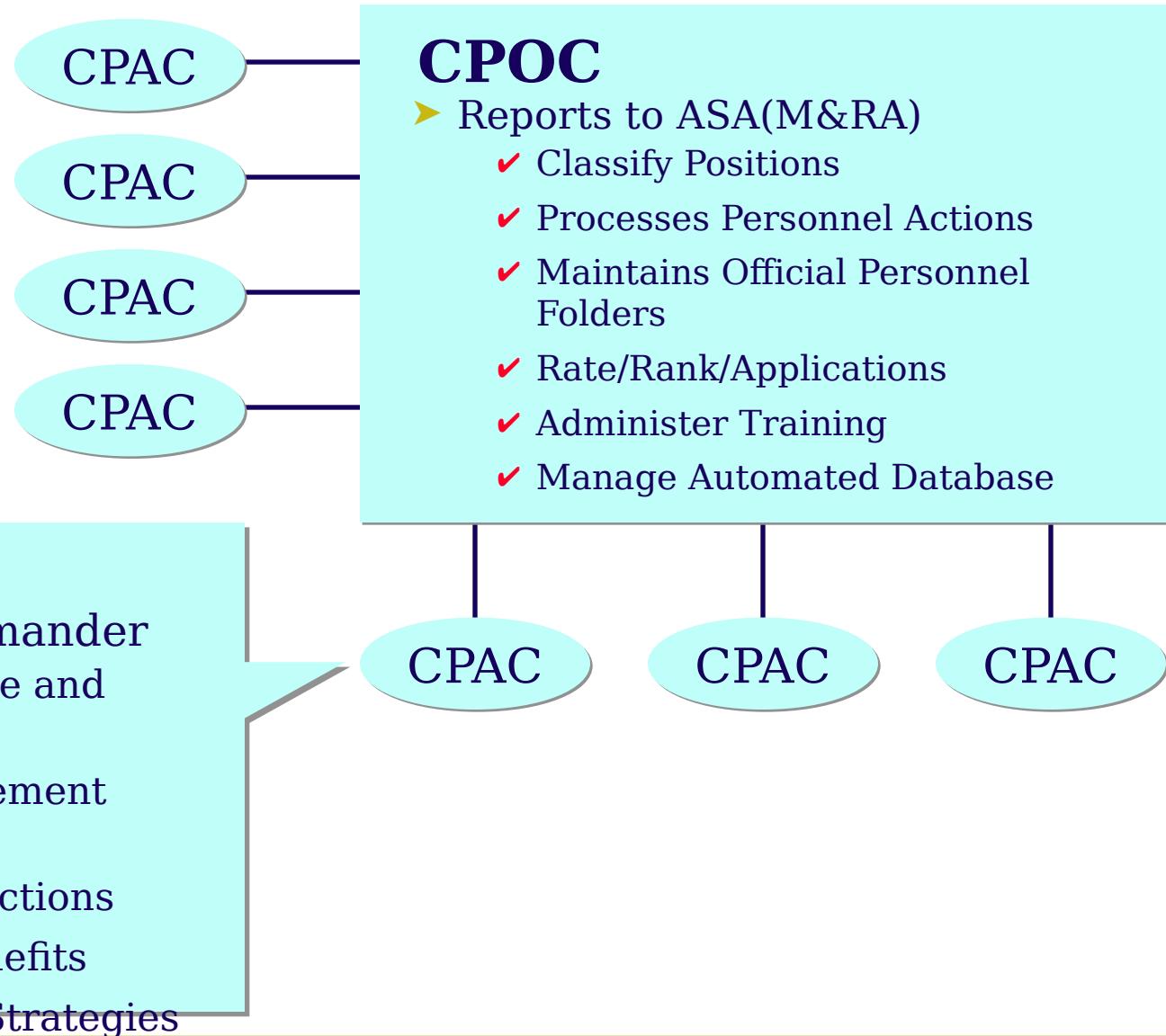
South Central (AMC)
Redstone Arsenal, AL



Army Natl Cap Region (MDW)
Fort Belvoir, VA



CPOCs/CPACs Relationships And Functions





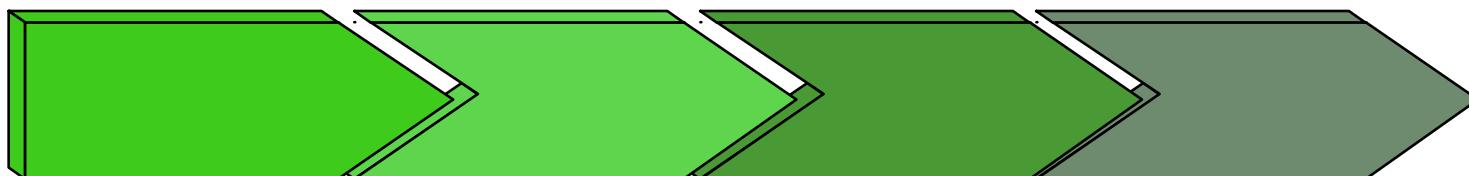
Stand Up Status By Region

Region	Location	Initial Operation	Full Operation
USAREUR	Seckenheim, Germany		
Southeast	Fort Benning, GA	Jul 94	May 95
ANCR	Fort Belvoir, VA	Oct 95	Sep 96
Pacific	Fort Richardson, AK	Sep 93	Sep 96
Korea	Taegu, Korea	Sep 96	Sep 96
Southwest	Fort Riley, KS	Jan 97	Mar 97
Northeast	Aberdeen Proving Ground, MD	Apr 96	Sep 97
North Central	Rock Island Arsenal, IL	Sep 96	Sep 97
South Central	Redstone Arsenal, AL	Mar 97	Sep 98
West	To be determined	Mar 97	Sep 98
		Mar 98	Sep 99



Transition Expectations

- Army Commitment to Implement with Least Amount of Disruption
- Transition Challenges During Implementation
- Transition Phased in Over Several Years
- Change in Most Processes and Procedures
- Learning Curve for Service Providers and Customers





Benefits To Managers And Supervisors

► Managers Tool Kit

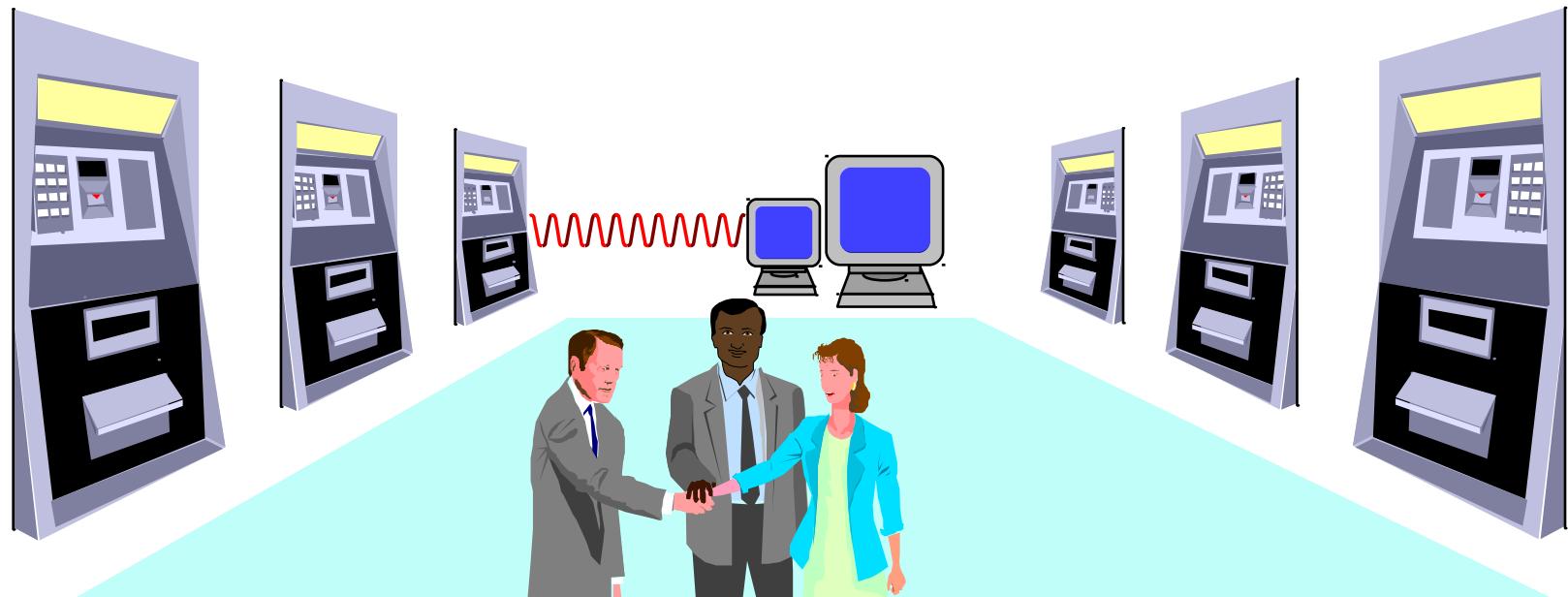
- ✓ Automation Tools to Assist with Personnel Management Responsibilities
- ✓ Access to Automated Status of Personnel
- ✓ Efficient Personnel Service Delivery
- ✓ Generalist to Provide on-site Personnel Management Advice





Benefits To Employees

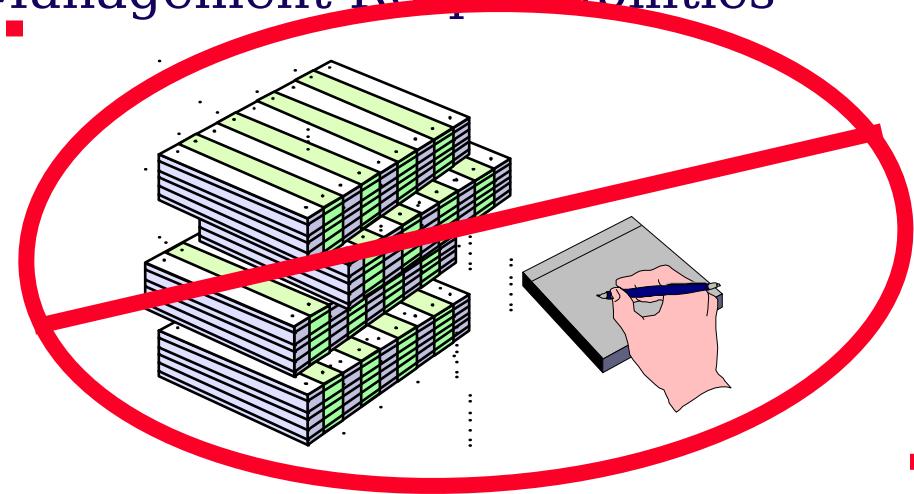
- Electronic Access to Data in Their OPF
- Electronic Recruitment and Application Information
- Quality Personnel Advice
- On-Line Access to Personal Benefits (e.g., Health Ins, TSP)





Why Modernize?

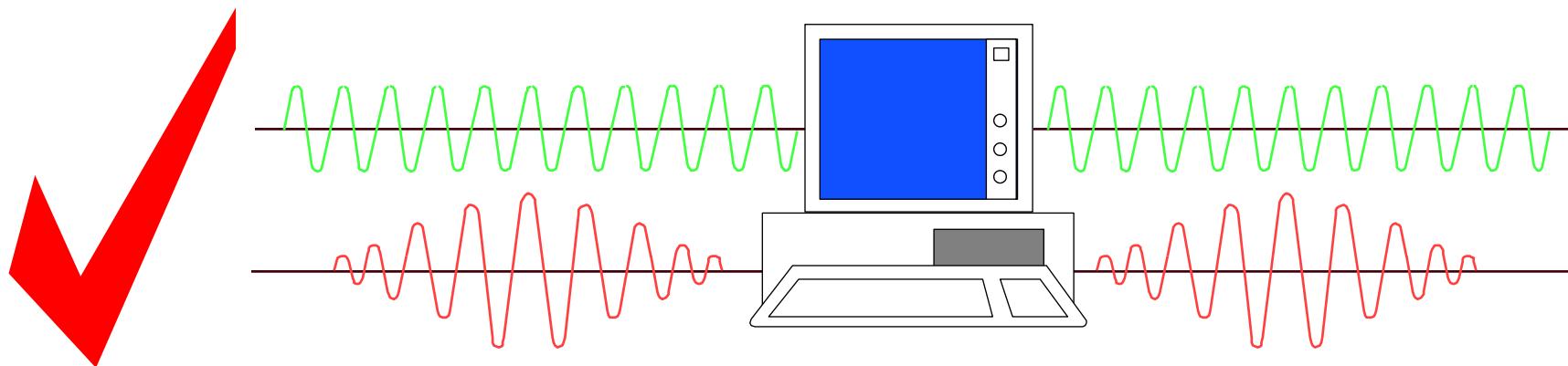
- Establishes and Standardizes DoD MIS Processes/Applications
- Current System - DCPDS is:
 - ✓ Too Costly
 - ✓ Not User Friendly
 - ✓ Access Limited To Personnelists
 - ✓ Does not Give Managers Information Necessary to Perform Personnel Management Responsibilities





Why Modernize? (Continued)

- Reduces Operations and Maintenance Costs
- Improves Efficiency
- Allows Immediate Access to Civilian Personnel Data
- Gives Army State-of-the-Art Technology and Automated Tools

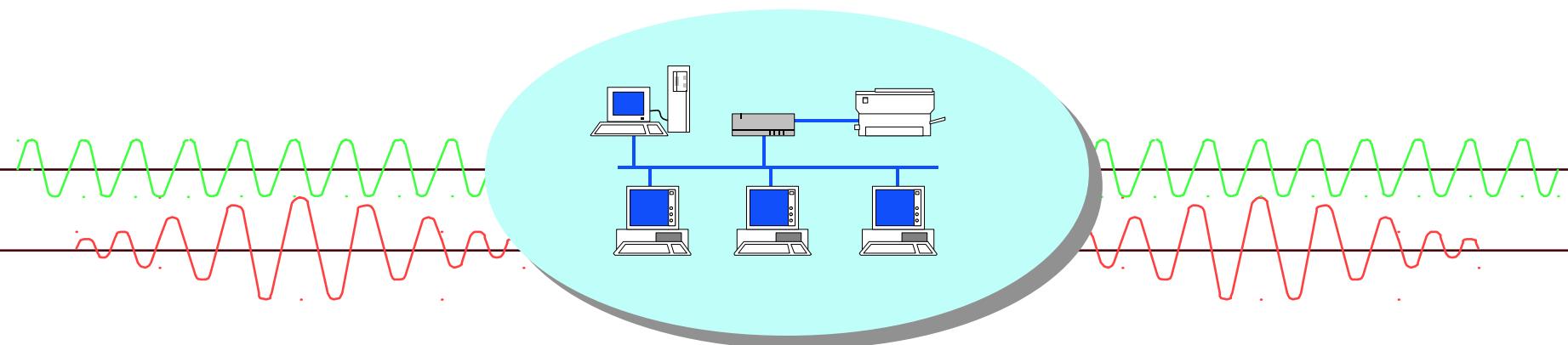




Modern System

I Not DCPDS

- ✓ Commercial-Off-The-Shelf (COTS) Product
 - Deployed by FY 99
 - Single Integrated Database
 - Open Systems Environment
 - User Friendly Interface

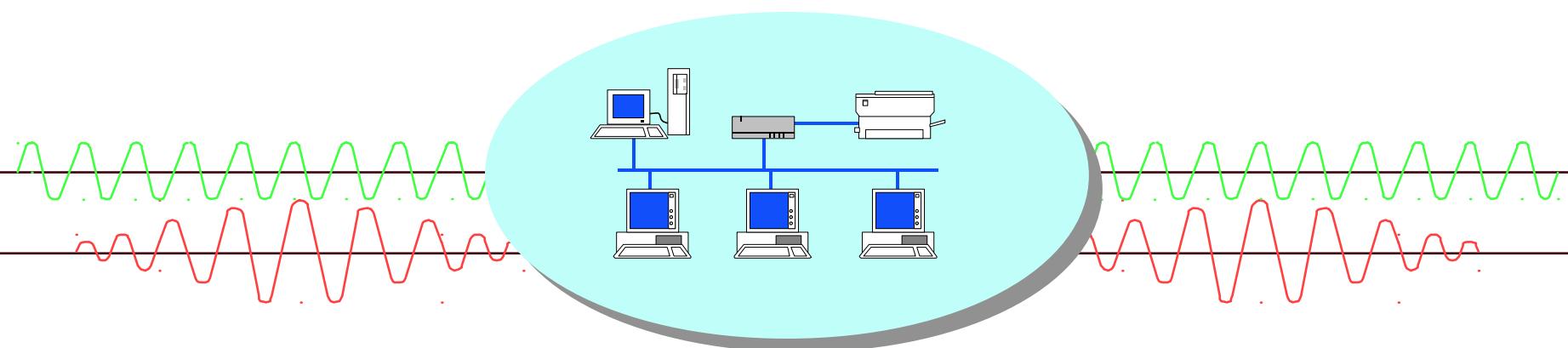




Functional Process Improvements

Designed to:

- Extend Personnel Management Automated Applications and Access to Managers
- Give Personnelists New Capabilities
- Streamline and Automate Personnel Action Processing
- Link Regionalization and Modernization





Current FPIs

Region

PERSACTION*

COREDOC*

RETIRE*

TRAIN*

CIVCOST*

ASF

IC

UC

RIF

STAIRS

EMPLOYEE EXPRESS

EPD (Electronic
Personnel Documents)

Activity/Purpose

Personnel Actions (SF52)

Classification & Performance

Retirement

Individual Training

Manager's Decision Support

Applicant Supply File

Injury Compensation

Unemployment

Compensation

Reductions in Force

Personnel Staffing/Referral
System

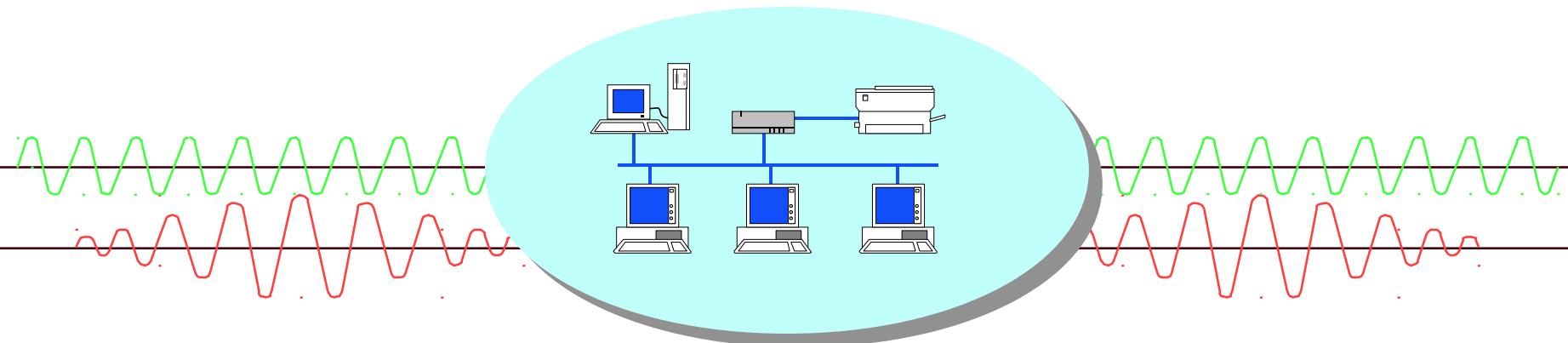
Employee Record/Benefit
Changes

*Manager Electronic Access



PERSACTION

- Fully Integrated Tool Allows Managers to Initiate, Flow, and Track “SF-52” Personnel Actions
- Reports Capability





COREDOC

- Automated Job Description, Classification, and Performance Development Tool
- Prepares Final Job Description, Classifies it, Identifies SKAs, Skills, Abilities, and Performance Criteria





TRAIN

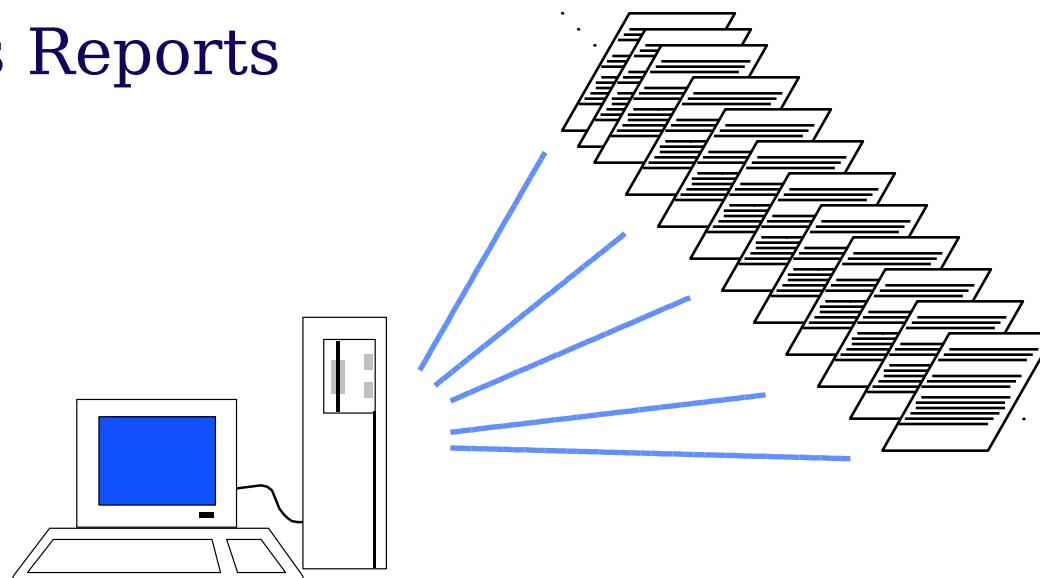
- Allows Managers to Electronically Transmit, and Track all Training Requests
- Will Enhance Training Management Activities
- Automates and Provides Training Sources and Budget Information





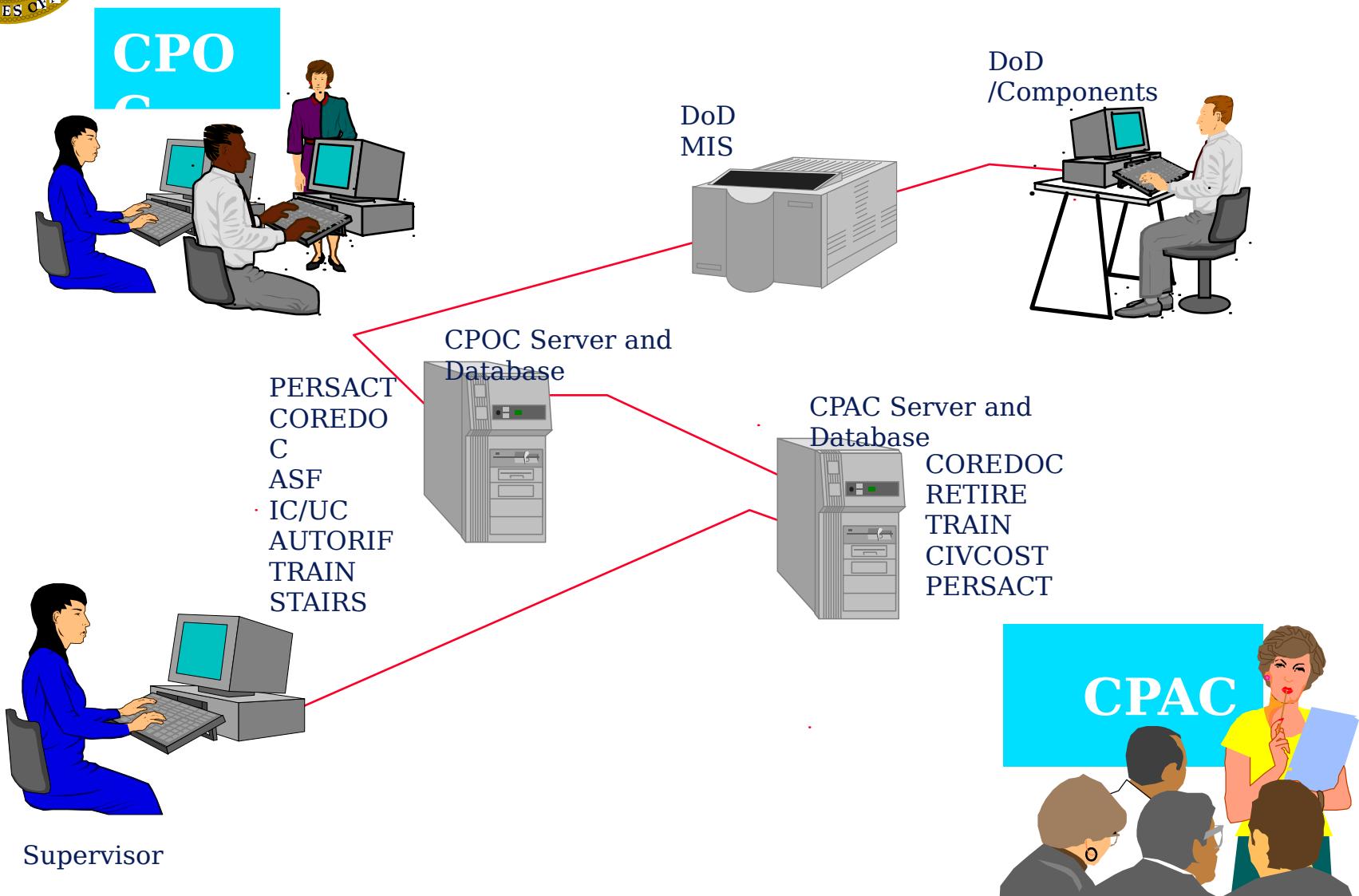
STAIRS

- Automated Inventory and Referral System
- Automated Search And Retrieval
- Generates Ranked Referral Lists
- Generates Notification Letters
- Produces Reports





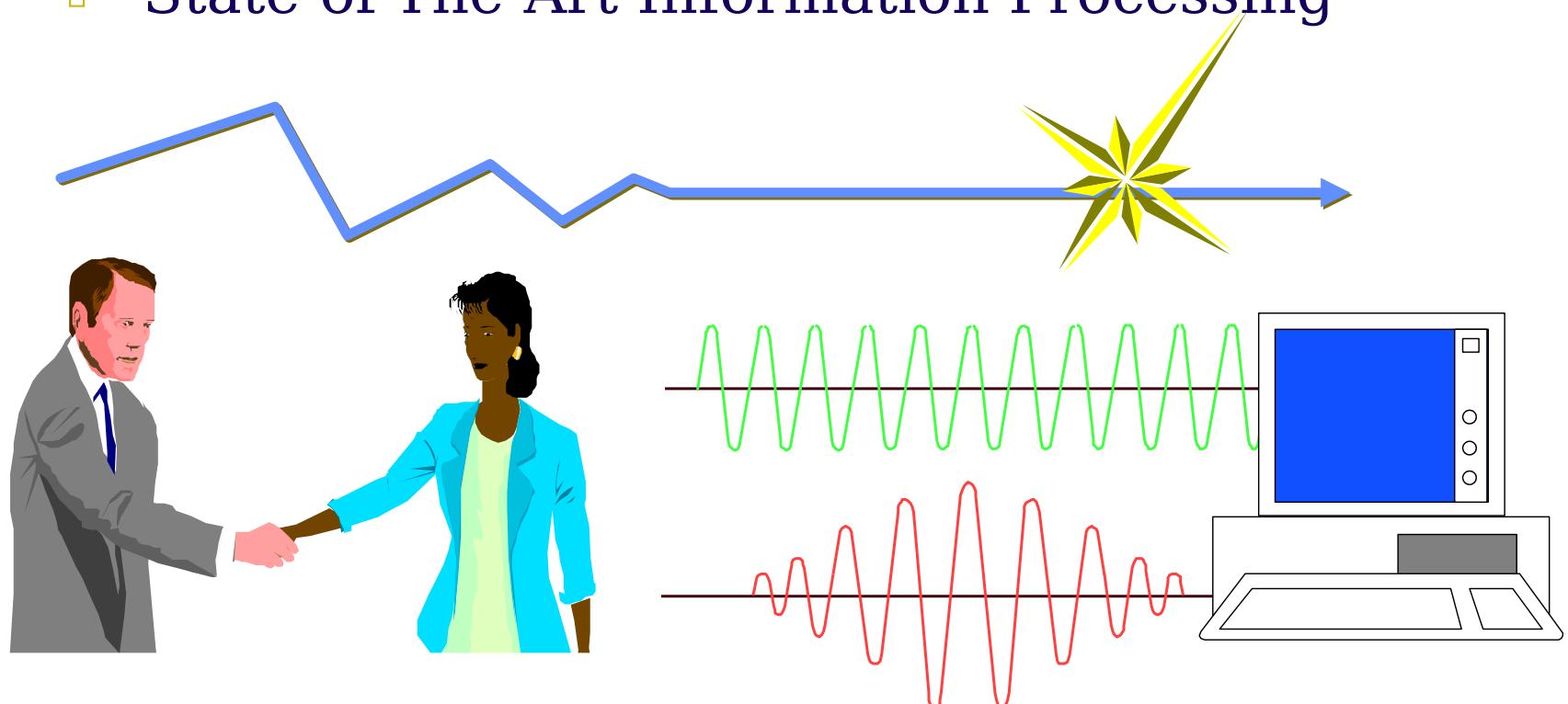
Communications Linkage





"The Future"

- Customer Focus
- Greater Efficiencies
- Better Business Practices
- State-of-The-Art Information Processing



VISION

ARMY CIVILIAN PERSONNEL PROFESSIONALS

Helping Leaders Meet The Mission

Our vision comprises only nine words, but a great deal of meaning; it is best understood when broken into its component parts.

Army Civilian Personnel Professionals - all members of the civilian personnel administration community; trained and ready experts in their field; characterized by a “can-do” attitude and personal integrity; working for the Army as full-fledged members of the Army team.

Helping Leaders Meet the Mission - Proudly serving our customers -- Army leaders at all levels of the organization -- providing competent guidance, efficient service, and creative solutions using state-of-the-art technology; delivering a civilian personnel management program that provides the Army chain of command the ability to recruit, train, develop and utilize Army civilians to meet any mission assigned.